

Date: 08 December 2025

To:
Human Resources Department
Allnex Malaysia Sdn. Bhd.

Dear Sir/Madam,

Please note that I have signed the Deed of Release under protest because I do not fully agree with the circumstances or decisions presented. My signing is not a reflection of voluntary acceptance, but is done because I was informed this was the required step.

I am documenting this for clarity and for my record.

Regards,
Norhaslini Binti Abd Ghaffar

NORHASLINI BINTI ABD GHAFFAR
(IDENTITY NO. : 900607-02-5022)

and

ALLNEX MALAYSIA SDN. BHD.
(COMPANY NO. 199501008405)

DEED OF RELEASE

THIS DEED OF RELEASE

is made on **4 December 2025** between the following parties:

1. **Allnex Malaysia Sdn. Bhd (Company No. 199501008405)**, with its place of business at PT12701 Tuanku Jaafar Industrial Park 71450 Seremban, Negeri Sembilan ("the Company"); and
2. **Norhaslini binti Abd Ghaffar (Identity No. 900607-02-5022)** of PT180, Jalan Desa Mayang Sari 2/1, Taman Desa Mayang Sari, 71800 Nilai, Negeri Sembilan ("you")

WHEREAS

- A. Pursuant to inter alia a letter of appointment dated **1 June 2021** (the "Appointment Letter"), you were employed by the Company and are currently in the position of QA/QC Chemist SB (the "Employment"). A copy of the Employment Contract is enclosed herewith as "Annexure 1".
- B. The parties desire to release you from your Employment with the Company and (save where preserved herein) extinguish the obligations of parties under the Appointment Letter and terminate the Employment subject to the terms and conditions herein contained.

OPERATIVE PROVISIONS

1. INTERPRETATION

- 1.1 In this Deed, unless the context requires otherwise:

"Affiliate" means with respect to a party (i) any company of which at least fifty percent (50%) of the issued and voting capital is owned or controlled, directly or indirectly, by said party, or (ii) any company which owns or controls, directly or indirectly, at least fifty percent (50%) of the issued and voting capital of said party, or (iii) any company owned or controlled, directly or indirectly, to the extent of fifty percent (50%) or more of the issued and voting capital, by any of the foregoing.

"Claims" means all claims, demands, suits, investigations, causes of action, damages, debts, costs, verdicts and judgments whatsoever whether at law or in equity or under any statute.

"Confidential Information" means confidential information belonging to the Group including practical, technical, operations and management information owned by the Group and unknown to the public, regardless of the form in which it is transmitted, relating to past, present or future research, development or business plans, financial information, pricing information, customer, vendor or business partner information, intellectual property, operations or systems (including, without limitation, studies or reports, software, memoranda, drafts, drawings, designs, data, know-how and other information in either tangible or intangible form) of the Group or of a third party whose information is in the Group's possession and under an obligation of confidentiality.

"Group" means:

- (a) the Company, and./or
- (b) any Affiliate of the Company or a joint venture partner.

"Release Date" means **31 December 2025** or such other date earlier or subsequent as may be agreed by the parties in writing.

- 1.2 Headings do not affect the interpretation of this Deed.

2. PAYMENT & RELEASE

- 2.1 You shall receive the following as your final payment:

- a. As compensation for the loss of employment the Company will pay the amount of MYR15,068.83 (Ringgit Malaysia: Fifteen Thousand Sixty Eight and Cents Eighty-Three Only);
- b. December 2025 payroll which is inclusive of the 19 days' notice served from 13th to 31st December 2025 (and granted garden leave for the 19 days) of MYR6460.60 (Ringgit Malaysia : Six Thousand Four Hundred Sixty and Cents Sixty Only);
- c. Payment in-lieu of the remaining notice period of MYR8,960.65 (Ringgit Malaysia: Eight Thousand Nine Hundred Sixty and Cents Sixty-Five Only); and
- d. Encashment of your annual leave balance of MYR869.62 (Ringgit Malaysia: Eight Hundred Sixty Nine and Cents Sixty-Two Only);

less any amount deducted pursuant to clause 2.2 below (hereinafter the "Payment") on the Release Date.

You will be paid your current salary (subject to usual deductions e.g. income tax, EPF, etc) up until your Release Date.

- 2.2 You hereby authorise the Company to deduct from the Payment:

- (a) all appropriate income tax, EPF in relation to the Payment, if applicable, in accordance with the Laws of Malaysia before paying the net amount to you;
- (b) any outstanding balances due on Company credit cards issued to you, as at the Release Date, which are not incurred for Company business purposes
- (c) the value of any Company property you have not returned to the Company as at the Release Date in accordance with Clause 3 below or the value of any Company property found damaged upon return; and
- (d) any other amounts owed by you to the Company as at the Release Date (including on any loans).

- 2.3 Upon the Company making the Payment stipulated in Clause 2.1 above, the Company shall immediately be released from all obligations it may have in relation to your Employment and Appointment Letter to the fullest extent including as stipulated in Clause 4 below.

- 2.4 Effective from the Release Date, you will not be entitled to any other compensation from the Company except as expressly set forth in this Deed.

- 2.5 When Payment is made to you, you shall sign a document being the acknowledgement of receipt of Payment in the form set out in "**Annexure 2**".

- 2.6 Save for clause 4.4 and 9.2 below, you are required to abide by the terms of the Appointment Letter up until the Release Date. However, in the event of any inconsistency between any term of the Appointment Letter and this Deed, this Deed shall prevail.

3. RETURN OF PROPERTY

- 3.1 You will, by end of business day of Release Date, return all property of the Company in your possession, custody or control, including any keys, credit card, access card, laptop, computer and mobile phone provided by the Company (and all related passwords) and copies of all Confidential Information belonging to the Company.
- 3.2 You confirm that you have not retained any copies of any Confidential Information, whether paper copies, on thumb drives, external drives, home computer, CDs, etc.

4. ACCORD & SATISFACTION

- 4.1 You agree that the Payment is in full satisfaction and discharge of all obligations of the Company and/or Group to you in respect of your Employment, the terms and conditions of any contract or arrangement relating to your Employment (including of the Appointment Letter) or the release or termination of your Employment including (but not limited to) alleged payments in respect of salary, wages, payment in lieu of notice, leave entitlements (including long service leave), severance pay, incentives, bonuses, shares or options, superannuation benefits or other compensation.
- 4.2 This Deed fully satisfies the rights that you have, or which but for this Deed, you could, would or might at any time have, or have had against the Company and/or Group in respect of, or arising out of, either directly or indirectly, your Employment, the terms and conditions of any contract or arrangement relating to your Employment (including of the Appointment Letter) or the release or the termination of your Employment.
- 4.3 By this Deed, you release and discharge the Company and/or Group from all Claims which you have, or which but for this Deed, you could, would or might at any time have, or have had against the Company and/or Group in respect of, or arising out of, either directly or indirectly, your Employment (including of the Appointment Letter) or the release or the termination of your Employment.
- 4.4 Any notice or notice period as may be required under the Appointment Letter and the Employment Agreement shall be deemed waived by the parties.

5. MONEYS TO BECOME REPAYABLE

You acknowledge and agree that if you fail to comply with any obligation on you under this Deed, including (without limitation):

- (a) clause 4 (Accord & Satisfaction);
- (b) clause 6 (Confidentiality);
- (c) clause 7 (Non-Disparagement);
- (d) clause 8 (Co-operation in Claims); and
- (e) clause 9 (Protection of Confidential Information),

the whole of the Payment that has been paid to you at the time of the failure to comply (to the extent permitted by law) shall upon demand made by the Company become immediately repayable to the Company as part of liquidated damages without prejudice to the rights of the Company and/or Group to make any further claims against you.

6. CONFIDENTIALITY

You agree that the fact and terms of this Deed are strictly confidential. You will not disclose the terms of this Deed to any person including, but not limited to, employees of the Company, directly or indirectly, except to your legal or financial advisers in the course of obtaining advice, or as may be required by law.

7. NON-DISPARAGEMENT

You agree not to disparage or otherwise bring the Company or the Group, or any of the officers or employees of the Company or the Group into disrepute.

8. CO-OPERATION IN CLAIMS

After the Release Date, as required by the Company and/or the Group, you agree to co-operate fully with the Company and/or the Group in any matters that have arisen or may give rise to a Claim by or against the Company and/or Group and of which you have knowledge as a result of your Employment with the Company, including by doing the following:

- (a) being available upon reasonable request to provide information and assistance to the Company and/or Group on such matters without additional compensation, except for out-of-pocket costs;
- (b) maintaining the confidentiality of all Company and/or Group privileged or confidential information; and
- (c) notifying the Company promptly of any requests to you for information related to any pending or potential Claim involving the Company and/or Group, reviewing any such request with a designated representative of the Company and/or Group prior to disclosing any such information and permitting a representative of the Company and/or Group to be present during any communication of such information.

9. PROTECTION OF CONFIDENTIAL INFORMATION

- 9.1 You acknowledge and agree that you remain under an ongoing duty not to use or disclose any Confidential Information belonging to the Company and/or Group for as long as that information is not available in the public domain.
- 9.2 Your post employment obligations include, without limitation, the non-disclosure provisions of your Employment.

10. WARRANTIES

- 10.1 You warrant that:
 - (a) you have had a reasonable opportunity to obtain legal advice as to the nature, effect and extent of this Deed;
 - (b) you have had sufficient time to consider the terms of this Deed, its implications and any advice given to you in respect of it; and
 - (c) you understand this Deed and agree that its terms are fair and reasonable in the circumstances.
- 10.2 You understand that the Company and the Group is relying upon these warranties.

11. DISPUTE RESOLUTION

- 11.1 Any dispute, controversy or claim arising out of or relating to this Deed, or the breach, termination or invalidity thereof, where cannot be resolved by discussions between the parties, shall be decided by arbitration in accordance with the Rules of Arbitration of the Regional Centre for Arbitration Malaysia.

11.2 The arbitration shall be referred to a single arbitrator as agreed upon by the parties or failing which as recommended by the Regional Centre for Arbitration Malaysia.

12. BAR TO PROCEEDINGS

12.1 This Deed may be pleaded as a full and complete defence by the Company and/or each member of the Group, including as a bar, to any Claims commenced, continued or taken by or on behalf of you in connection with any of the matters referred to in this Deed.

12.2 The Company has the benefit of the Deed and may enforce it independently against you.

13. GENERAL PROVISIONS

13.1 All previous negotiations, understandings, representations, warranties, memoranda or commitments in relation to, or in any way affecting, the subject matter of this Deed are merged in and superseded by this Deed, and are of no force or effect whatever and no party will be liable to any other party in respect of those matters.

13.2 No oral explanation or information provided by any party to another:

- (a) affects the meaning or interpretation of this Deed; or
- (b) constitutes any collateral agreement, warranty or understanding between any of the parties.

13.3 The parties will bear their own costs, including legal costs, in connection with the preparation and execution of this Deed.

13.4 If any provision of this Deed is held to be invalid or unenforceable for any reason, it will be severable and will not affect the remaining provisions of this Deed and the parties shall in good faith negotiate any amendment or substitution or addition of any provision or provisions to effectuate the purpose of this Deed and to conform with the law. This Deed may be amended or modified only by an agreement in writing, signed by both parties.

13.5 This Deed may consist of a number of counterparts and if so, the counterparts taken together constitute one and the same Deed.

13.6 This Deed is governed by and is to be construed in accordance with the Laws of Malaysia.

Date: 08 December 2025

To:
Human Resources Department
Allnex Malaysia Sdn. Bhd.

Dear Sir/Madam,

Please note that I have signed the Deed of Release under protest because I do not fully agree with the circumstances or decisions presented. My signing is not a reflection of voluntary acceptance, but is done because I was informed this was the required step.

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"**Claims**" means all claims, demands, suits, investigations, causes of action, damages, debts, costs, verdicts and judgments whatsoever whether at law or in equity or under any statute.

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- 4.2 This Deed fully satisfies the rights that you have, or which but for this Deed, you could, would or might at any time have, or have had against the Company and/or Group in respect of, or arising out of, either directly or indirectly, your Employment, the terms and conditions of any contract or arrangement relating to your Employment (including of the Appointment Letter) or the release or the termination of your Employment.
- 4.3 By this Deed, you release and discharge the Company and/or Group from all Claims which you have, or which but for this Deed, you could, would or might at any time have, or have had against the Company and/or Group in respect of, or arising out of, either directly or indirectly, your Employment (including of the Appointment Letter) or the release or the termination of your Employment.
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- (a) being available upon reasonable request to provide information and assistance to the Company and/or Group on such matters without additional compensation, except for out-of-pocket costs;
- (b) maintaining the confidentiality of all Company and/or Group privileged or confidential information; and
- (c) notifying the Company promptly of any requests to you for information related to any pending or potential Claim involving the Company and/or Group, reviewing any such request with a designated representative of the Company and/or Group prior to disclosing any such information and permitting a representative of the Company and/or Group to be present during any communication of such information.

9. PROTECTION OF CONFIDENTIAL INFORMATION

- 9.1 You acknowledge and agree that you remain under an ongoing duty not to use or disclose any Confidential Information belonging to the Company and/or Group for as long as that information is not available in the public domain.
- 9.2 Your post employment obligations include, without limitation, the non-disclosure provisions of your Employment. .

10. WARRANTIES

10.1 You warrant that:

- (a) you have had a reasonable opportunity to obtain legal advice as to the nature, effect and extent of this Deed;
- (b) you have had sufficient time to consider the terms of this Deed, its implications and any advice given to you in respect of it; and
- (c) you understand this Deed and agree that its terms are fair and reasonable in the circumstances.

10.2 You understand that the Company and the Group is relying upon these warranties.

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11.1 Any dispute, controversy or claim arising out of or relating to this Deed, or the breach, termination or invalidity thereof, where cannot be resolved by discussions between the parties, shall be decided by arbitration in accordance with the Rules of Arbitration of the Regional Centre for Arbitration Malaysia.

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- 12.2 The Company has the benefit of the Deed and may enforce it independently against you.

13. GENERAL PROVISIONS

- 13.1 All previous negotiations, understandings, representations, warranties, memoranda or commitments in relation to, or in any way affecting, the subject matter of this Deed are merged in and superseded by this Deed, and are of no force or effect whatever and no party will be liable to any other party in respect of those matters.
- 13.2 No oral explanation or information provided by any party to another:
- (a) affects the meaning or interpretation of this Deed; or
 - (b) constitutes any collateral agreement, warranty or understanding between any of the parties.
- 13.3 The parties will bear their own costs, including legal costs, in connection with the preparation and execution of this Deed.
- 13.4 If any provision of this Deed is held to be invalid or unenforceable for any reason, it will be severable and will not affect the remaining provisions of this Deed and the parties shall in good faith negotiate any amendment or substitution or addition of any provision or provisions to effectuate the purpose of this Deed and to conform with the law. This Deed may be amended or modified only by an agreement in writing, signed by both parties.
- 13.5 This Deed may consist of a number of counterparts and if so, the counterparts taken together constitute one and the same Deed.
- 13.6 This Deed is governed by and is to be construed in accordance with the Laws of Malaysia.

IN WITNESS WHEREOF this Deed has been executed and is intended to be, and is hereby delivered, on the day and year first above written.

Signed by the undersigned
for and on behalf of
ALLNEX MALAYSIA SDN. BHD.

Name: Chow Choay Fen
Designation: HR Manager, Malaysia

in the presence of:-

Name: Drilhanim
Identity No: P30714-01-5742

Signed by:

UNDER PROTEST

Name: Norhaslini binti Abd Ghaffar
Identity No: 900607-02-5022

in the presence of:-

Name: Drilhanim
Identity No: P30714-01-5742